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*The New Industrial Unrest: Reasons and Remedies.* By RAY STANDARD BAKER. (New York: Doubleday Page and Company. 1920. Pp. 231. \$2.00.)

One may well question whether there is a new industrial unrest, except in the sense that the present is new as compared with the past. There is nothing essentially new in the fact of unrest in the United States—this book deals almost exclusively with conditions in this country—and this unrest manifests itself in ways that have been familiar for generations. Even the magnitude of the wave of unrest that has swept over the country is not comparatively greater than in the seventies or nineties of the last century.

One who is familiar with Mr. Baker's writings need not be told that this book presents a clear picture of the conditions it describes and an adequate analysis of the underlying causes. The book is built around the steel strike and particularly the city of Gary as epitomizing the 1919 industrial situation so far as reasons for unrest are concerned. Judge Gary typifies the ultra conservative or reactionary spirit among employers which came to the front at the close of the war and probably as a result of the war. On the other side are the heterogeneous mass of workers of many races and tongues in the steel mills who had been inspired by the idealism that swept over this country during the war and who had believed that a new era of democracy and goodwill was really dawning on the world. These simple folks are now undergoing the pains of disillusionment. "They had seen a vision, dreamed a dream: they had awakened. It was snatched away." Men were being discharged and rumors of wage reductions were current, and the dreary mills, the long hours, and the crowding and congestion in lodgings and homes seemed more unbearable than ever. Moreover the saloon had been taken away from them and that "great deadener of human trouble—and human ambition—alcohol" had been removed. Here was a fertile field for radical ideas and fit material for radical leadership.

The struggle between these two opposing forces and tendencies was inevitable. It characterised the year following the armistice. It was carried on under conditions which favored the conservative or reactionary side. The "great third party," the American public, was also undergoing a process of disillusionment.

The remedies proposed by the author are not particularly new or startling. The new coöperative methods of management through shop committees and industrial councils, will, he thinks, gradually replace the old militaristic methods in which industrial peace was only an armed truce between organizations of employers and labor unions, and the new profession of the labor manager will supplant that autocracy of

management which at its worst indulged in brute force and intimidation and at its best in a benevolent paternalism. But he points out the danger that the new devices may fail if they are used with the intent of forestalling the organization of labor.

These methods are not to be regarded as a panacea. To an impatient demand for a solution of the labor problem the author replies, "It consists in the attitude, the spirit, which one maintains toward the labor problem—an adventurous, inquiring, experimental attitude, ever hospitable toward new facts: and a generous and democratic spirit."

This book, like so many others that have appeared in this field during the past two or three years, adds little to our knowledge of facts or theories, but it has the merit of being both accurate and fair as to its matter and clear and convincing in form.

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#### NEW BOOKS

ATHEARN, W. S. *The Malden survey; a report on the church plants of a typical city; showing the use of the interchurch world movement score card and standards for rating city church plants.* (New York: Interchurch World Movement. 1920.)

BENGE, E. J. *Standard practice in personnel work.* (New York: H. W. Wilson. 1921. Pp. 286. \$3.)

BECK, J. M. *The passing of the new freedom.* (New York: Doran. 1920. Pp. xi, 169.)

BINDER, R. M. *Health and social progress.* (New York: Prentice-Hall. 1920. Pp. 300. \$3.)

BONDAM, R. *Le mal social et ses remèdes.* (The Hague: Author, 175 Van Tlingelandstraat. 1920. Pp. xiii, 381.)

The author has French conditions in mind and writes largely from the French standpoint. However, he presents facts and statistics for other countries as well. For example, he states that 2 per cent of the population of the United States own 60 per cent of the wealth and that 65 per cent own only 5 per cent. Although he does not give the authority for this statement he generally gives credit to the various authors whom he quotes. He presents the causes of poverty in a manner usual to writers on this subject and places considerable emphasis on ignorance, the subjection of the masses, and the tendency toward over-population among them. He gives considerable weight to the value of environment as a force capable of suppressing or developing the individual. He would improve conditions by promoting an educational program and by bringing about the physical and moral improvement of the people.

The remedy is an evolutionary process. Less stress should be placed on production than on the conservation of the human elements. Through the development of better opportunities for all, education and other methods of promoting "capillary attraction" that proportion of the population